

# AGENCY PERFORMANCE PLAN FY 2009

<b>Name of Agency: Department of Human Rights – Division on the Status of African Americans</b>			
<b>Agency Mission: To study the changing needs and problems of African-Americans in this state, and recommend new programs, policies, and constructive action to the governor and the general assembly</b>			
<b>Core Function</b>			
<b>Advocacy</b>			
<b>Desired Outcome(s):</b>	<b>Outcome Measure(s)</b>	<b>Outcome Target</b>	<b>Link to Strategic Plan Goal(s)</b>
Coordinate, assist, and cooperate with public and private agencies in efforts to expand equal rights and opportunities for African-Americans in the areas of employment economic development, education, health, housing, recreation, social welfare, social services, and the legal system.	% of individuals, organizations and agencies that are satisfied with technical assistance and information provided	95%	
<b>Services, Products, Activities</b>	<b>Performance Measures</b>	<b>Performance Target(s)</b>	<b>Strategies/Recommended Actions</b>
Information Clearing House	% of primary customers who report satisfaction with Division services	95%	Publish and disseminate information relating to African-Americans via Division website, radio and cable programming, newspaper article submissions, Division newsletter, town hall meetings, forums, panel discussions, and trainings

Core Function			
Advocacy, continued			
Services, Products, Activities	Performance Measure(s)	Performance Target(s)	Strategies/Recommended Actions
Empower to Advocate	# of participating communities  % of individuals attending training which indicates that training goals were met	9  90%	Employment of the <b>OCBI Initiative</b> as a stratagem to improve the status of African Americans in the following areas: Education, Youth Issues, Economic Development, Political Involvement, Spirituality, Justice Issues, Housing, and Healthcare.
Stimulation of public awareness of the problems of African-Americans	% of individuals, organizations and agencies that are satisfied with Division products and services	95%	<ul style="list-style-type: none"> <li>• Division Website;</li> <li>• OCBI Summit;</li> <li>• MLK, Jr., Celebration;</li> <li>• Juneteenth festivities, quarterly symposiums</li> </ul>